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## 190650

Emergency Ordinance

### **\*Authorize a Letter of Agreement between the City, Portland Fire & Rescue, and the Portland Fire Fighters' Association, International Association of Fire Fighters Local 43 to provide employees working a suppression schedule additional vacation leave**

Passed

Amended by Council

The City of Portland ordains:

Section 1. The Council finds:

1. The City and the Portland Police Association are parties to a Collective Bargaining Agreement (CBA) for the period of July 1, 2019 to June 30, 2023. The Union is the sole collective bargaining representative on behalf of employees working in classifications listed in Schedule A of the CBA.
2. On March 8, 2020, Oregon Governor Kate Brown declared a State of Emergency in response to Coronavirus (COVID-19). PFFA has been on the frontline responding to community needs through programs such as Meds on Wheels, COVID-19 testing sites, pop-up COVID-19 vaccination clinics, and Portland Street Response (PSR).
3. In addition to the COVID-19 response, PFFA has been on the frontline of wildfire season response. The impact of the State of Emergency coupled with wildfire season has created significantly more overtime for PFFA members, resulting in mandatory hiring.
4. The City seeks to recognize employees for the extraordinary work they have done during these challenging times. To do this, the parties agree to amend Article 10 in the CBA to give PFFA members a one-time grant of additional vacation leave.

NOW, THEREFORE, the Council directs:

- A. The Director of the Bureau of Human Resources is authorized to enter into a Letter of Agreement between the City and PFFA to address the interests stated in the findings in this Ordinance.

**Introduced by**

[Mayor Ted Wheeler](#)

**Bureau**

[Human Resources;](#)  
[Management and Finance](#)

**Prepared by**

Natasha Eberth

**Date Prepared**

December 3, 2021

**Requested Agenda Type**

Consent

Section 2. The Council declares an emergency exists due to the ongoing crisis that Portland Fire & Rescue has been responding to, it's in the City's best interest to put this policy into place as soon as possible; therefore, this Ordinance shall be in full force and effect from and after its passage by the Council.

An ordinance when passed by the Council shall be signed by the Auditor. It shall be carefully filed and preserved in the custody of the Auditor (City Charter Chapter 2 Article 1 Section 2-122)

Passed as amended by Council  
December 15, 2021

Auditor of the City of Portland  
Mary Hull Caballero

## Impact Statement

 [Impact Statement](#) (186.43 Kb)

## Budget Office Financial Impact Analysis

Carryover of excess vacation leave is anticipated to cost \$1.6 million over two years. The fiscal impact notes that PF&R will manage staffing coverage requirements in order to minimize additional costs that may result from this change within existing appropriations. This estimated impact is approximately 1.3% of the bureau's existing personnel budget.

## Agenda Items

### 886 Consent Agenda in [December 15-16, 2021 Council Agenda](#)

Passed As Amended

Motion to add emergency clause due to the ongoing crisis that Portland Fire & Rescue has been responding to, it's in the City's best interest to put this policy into place as soon as possible: Moved by Hardesty and seconded by Mapps. (Y-5)

Commissioner Mingus Mapps Yea

Commissioner Carmen Rubio Yea

Commissioner Dan Ryan Yea

Commissioner Jo Ann Hardesty Yea

Mayor Ted Wheeler Yea